

Jefferson Federation of Teachers
Health & Welfare Fund

Metairie, Louisiana

August 31, 2010

Under provisions of state law, this report is a public document. A copy of the report has been submitted to the entity and other appropriate public officials. The report is available for public inspection at the Baton Rouge office of the Legislative Auditor and, where appropriate, at the office of the parish clerk of court.

Release Date 2/23/11

TABLE OF CONTENTS

Jefferson Federation of Teachers Health & Welfare Fund

August 31, 2010

INDEPENDENT AUDITORS' REPORT	1
STATEMENT OF BENEFIT OBLIGATIONS AND NET ASSETS AVAILABLE FOR BENEFITS.....	2
STATEMENT OF CHANGES IN BENEFIT OBLIGATIONS AND NET ASSETS AVAILABLE FOR BENEFITS.....	3
NOTES TO FINANCIAL STATEMENTS	4-9
SCHEDULE OF ADMINISTRATIVE EXPENSES	10
INDEPENDENT AUDITORS' REPORT ON COMPLIANCE AND ON INTERNAL CONTROL OVER FINANCIAL REPORTING BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENTAL AUDITING STANDARDS.....	11-12
SCHEDULE OF FINDINGS AND QUESTIONED COSTS – SECTION I AND II	13
SUMMARY SCHEDULE OF PRIOR AUDIT FINDINGS	14

LeGlue & Company, CPAs
(A Professional Corporation)

October 25, 2010

To the Trustees
Jefferson Federation of Teachers
Health & Welfare Fund
Metairie, Louisiana

INDEPENDENT AUDITORS' REPORT

We have audited the accompanying statement of benefit obligations and net assets available for benefits of the Jefferson Federation of Teachers Health & Welfare Fund as of August 31, 2010, and the related statement of changes in benefit obligations and net assets available for benefits for the year then ended. These financial statements are the responsibility of the Fund's management. Our responsibility is to express an opinion on these financial statements based on our audit.

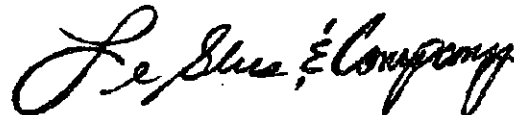
We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Governmental Auditing Standards, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statements presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion the financial statements referred to above fairly present in all material respects, the benefit obligations and net assets available for benefits of the Jefferson Federation of Teachers Health & Welfare Fund as of August 31, 2010, and the changes in benefit obligations and net assets available for benefits for the year then ended in conformity with accounting principles generally accepted in the United States of America.

Our audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The information in Schedule 1 is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

In accordance with Government Auditing Standards, we have also issued our report dated October 25, 2010 on our consideration of the Jefferson Federation of Teachers Health & Welfare Fund's internal control over financial reporting and our test of its compliance with certain provisions of laws, regulations, contracts and grants. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with Government Auditing Standards and should be read in conjunction with this report in considering the results of our audit.

Respectfully submitted,



(A Professional Corporation)

STATEMENT OF BENEFIT OBLIGATIONS AND NET ASSETS
AVAILABLE FOR BENEFITS

Jefferson Federation of Teachers
Health & Welfare Fund

August 31, 2010

Benefit Obligations

Estimated dental and vision claims incurred, but not reported	\$ 129,749
Claims reported, but not paid	<u>44,851</u>
Total benefit obligations	<u>174,600</u>

Net Assets

Investments, at fair value:	
Money market funds	40,318
Mutual funds	526,821
U.S. government securities	142,406
Common stock	<u>752,906</u>
Total investments	<u>1,462,451</u>

Receivables and prepaid expenses:	
Contributions receivable	227,994
Accrued interest receivable	246
Prepaid expenses	<u>47,662</u>
Total receivables and prepaid expenses	<u>275,902</u>

Cash	<u>54,883</u>
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Property and equipment:	
Furniture and equipment	403,467
Less accumulated depreciation	<u>364,292</u>
Total property and equipment	<u>39,175</u>

Total assets	<u>1,832,411</u>
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Liabilities

Accounts payable and accrued liabilities	<u>135,139</u>
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NET ASSETS AVAILABLE FOR BENEFITS	<u>1,697,272</u>
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EXCESS OF NET ASSETS AVAILABLE FOR BENEFITS OVER BENEFIT OBLIGATIONS	<u>\$ 1,522,672</u>
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STATEMENT OF CHANGES IN BENEFIT OBLIGATIONS AND
NET ASSETS AVAILABLE FOR BENEFITS

Jefferson Federation of Teachers
Health & Welfare Fund

Year ended August 31, 2010

Net Increase (Decrease) in Benefit Obligations

Increase (Decrease) during the year attributable to:

Estimated dental and vision claims incurred, but not reported	\$ (28,523)
Claims reported, but not paid	<u>(8,677)</u>
	<u>(37,200)</u>

Net Increase (Decrease) in Net Assets Available for Benefits

Contributions:

Jefferson Parish School Board	1,359,466
Voluntary employee	<u>1,259,006</u>
Total contributions	<u>2,618,472</u>

Investment income:

Net increase in fair value of investments	37,946
Interest and dividends	<u>35,758</u>
	73,704
Loss investment expenses	<u>21,081</u>
Net investment income	<u>52,623</u>

Other income

	<u>300</u>
Total additions	<u>2,671,395</u>

Payments:

Benefit premiums	67,737
Dental and vision claims	<u>1,962,988</u>
	2,030,725

Administrative expenses

	<u>483,595</u>
Total deductions	<u>2,514,320</u>

NET INCREASE

157,075

Increase in Net Assets Available for Benefits

<u>Over Benefit Obligations</u>	194,275
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Excess of Net Assets Available for Benefits

Over Benefit Obligations

Beginning of period	<u>1,328,397</u>
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End of period	<u>\$ 1,522,672</u>
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NOTES TO FINANCIAL STATEMENTS

Jefferson Federation of Teachers Health & Welfare Fund

August 31, 2010

Note 1 - FUND DESCRIPTION

The Fund was established May 9, 1983 pursuant to a collective bargaining agreement entered into by and between the Jefferson Parish School Board ("Employer") and the Jefferson Federation of Teachers ("Union"), for and on behalf of teachers and other employees engaged in covered employment under the collective bargaining agreement.

The Fund is a voluntary employee beneficiary association ("VEBA") qualified under Section 501 (c) (9) of the Internal Revenue Code and organized and administered under Louisiana State law. Consequently, a trust agreement was adopted May 9, 1983 governing the Fund's administration and a plan of benefits was adopted subsequently thereto specifying the eligibility rules for employee and dependent participation and the benefits extended by the plan.

Because the Fund has been established for the exclusive benefit of public employees and is funded pursuant to the collective bargaining agreement by contributions of a governmental agency, the Plan is a "governmental plan" exempt from the coverage of ERISA (the Employee Retirement Income Security Act of 1974). The Plan is not regulated by Section 302 (c) (5) of the Labor Management Relations Act, despite its collectively bargained status, since the Act exempts from its purview employers and unions in the public sector.

The Fund and Plan are administered by ten Trustees, five of whom are appointed by and represented by the Employer, and five of whom are appointed by and represented by the Union. In the event of an Employer-Union deadlock in the Trustee votes, the Trust Agreement requires the parties to arbitrate any question concerning the Fund's administration. Although authorized by law to offer any benefit sanctioned by Section 501 (c) (9) of the Internal Revenue Code, the Plan presently pays only dental, vision, and death benefits and does not offer major medical benefits of any kind because this Fund's participants are also eligible participants in the State Employees Group Benefit Program. The Trustees of the Jefferson Federation of Teachers Health & Welfare Fund limit benefit coverage to those excess or non-core benefits not offered by the statewide Fund.

Effective January 1, 1991, the Fund began to self insure all benefits payable by the Plan with the exception of its life insurance program, which is still fully insured.

The Fund is self administered by an Administrative Manager and staff employed directly by the Board of Trustees.

Note 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements of the Fund have been prepared using the accrual basis of accounting.

All contributions submitted to the Fund are administered by the Board of Trustees pursuant to the Plan of Benefits, as amended from time to time.

The Fund depreciates its furniture and equipment over useful lives of three to seven years using the straight-line method. Depreciation expense for the year ended August 31, 2010 was \$11,883.

The liabilities for dental and vision claims were estimated by the Plan's actuary based on a percentage of paid claims for the year ended August 31, 2010.

Investments are valued at quoted market price.

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

At various times during the period, cash on deposit with one banking institution exceeded the \$250,000 insured by the Federal Deposit Insurance Corporation. Management monitors the financial condition of the financial institution on a regular basis, along with their balances in cash and cash equivalents to minimize the potential risk.

Note 3 - FUNDING POLICY

The Jefferson Parish School Board contributed \$1,359,466 to the Fund for the year ended August 31, 2010. An employee may voluntarily contribute additional amounts, determined by the Trustees to purchase coverage for the employee's eligible dependents. Employees contributed \$1,259,006 during the period to obtain dependent coverage.

If eligibility is terminated due to cessation of employment or a reduction in hours, an employee may pay for extended coverage pursuant to COBRA, state law and Plan rules for limited terms and under the limitations specified in the law and the Plan.

Note 4 - INVESTMENTS

The Plan's assets are held by a bank custodian and are invested by a professional investment manager pursuant to investment guidelines issued by the Trustees and pursuant to the bank's written contract with the Board. During the year the Fund's investments (including investments bought, sold and held during the period) increased in value by \$37,946 as follows:

Note 4
(Continued)

	Net Increase (Decrease) in Value During <u>Year</u>	Fair market <u>value</u>
Investments at fair value as determined by quoted market price:		
Money market funds	\$ -	\$ 40,318
Mutual funds	13,661	526,821
U.S. Government securities	(6,757)	142,406
Corporate bonds and notes	3,263	-
Common stock	<u>27,779</u>	<u>752,906</u>
	<u>\$ 37,946</u>	<u>\$ 1,462,451</u>

The fair value of individual investments that represent five percent or more of the plan's total assets are as follows:

Federal Home Bank Bonds (\$140,000 face amount)	\$ 142,406
Ishares Tr Barclays TIPS Bond Fund	108,240
Ishares Tr Barclays 1-3 Year Credit Bond Fund	134,975
Vanguard Bond Index Fund	245,010
SPDR Gold Trust Gold Shares	119,028
SPDR Trust Unit Series I	184,293
Ishares Silver Trust	113,580

Note 5 – FAIR VALUE MEASUREMENTS

ASC Section 820, Fair Value Measurements and Disclosures, issued by the FASB, establishes a framework of measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC Section 820 are described below:

Level 1	Inputs to the valuation methodology are unadjusted quoted prices for identical assets in active markets that the Organization has the ability to access.
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Note 5
(Continued)

- Level 2** Inputs to the valuation methodology include: (1) quoted market prices for similar assets or liabilities in active markets; (2) quoted prices for identical or similar assets or liabilities in inactive markets; (3) inputs other than quoted prices that are observable for an asset or liability; and (4) inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.
- Level 3** Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimizes the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at August 31, 2009:

Corporate Equities, Corporate Bonds, and U.S. Government Securities: Valued at the closing price reported on the active market on which the individual securities are traded.

Mutual Funds: Valued at the net asset value (NAV) of shares held by the plan at year end.

Money Market Funds: Valued at the closing price reported on the active market on which the funds are traded.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of August 31, 2010 and 2009:

Investment Assets at Fair Value				
As of August 31, 2010				
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Investments:				
Money market funds	\$ 40,318	\$ -	\$ -	\$ 40,318
Mutual funds	526,821	-	-	526,821
U.S. government securities	142,406	-	-	142,406
Common stock	752,906	-	-	752,906
Total assets at Fair Value	<u>\$ 1,462,451</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 1,462,451</u>

Note 5
(Continued)

	Investment Assets at Fair Value			
	As of August 31, 2009			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Investments:				
Money market funds	\$ 83,522	\$ -	\$ -	\$ 83,522
U.S. government securities	281,102	-	-	281,102
Corporate bonds and notes	374,812	-	-	374,812
Common stock	535,928	-	-	535,928
Total assets at Fair Value	\$1,275,364	\$ -	\$ -	\$1,275,364

Note 6 - INCOME TAXES

The Fund is exempt from income taxes under Section 501 (c) (9) of the U.S. Internal Revenue Code.

Note 7 - RETIREMENT PLAN

Employees of the Fund participate in the Louisiana Teachers' Retirement System and therefore, accrue credits in that Fund's defined benefit plan in accordance with its own eligibility rules. No information is available concerning the Louisiana Teachers' Retirement System's actuarial soundness, net assets, or actuarial present value of accumulated vested and non-vested benefits.

Note 8 - LEASING ARRANGEMENTS

The Fund's office facilities were rented under a non-cancelable operating lease through May 31, 2009. This lease was extended to May 31, 2013. Future fixed rentals under the lease are as follows:

<u>Year ended</u> <u>August 31</u>	<u>Amount</u>
2011	\$ 22,761
2012	23,369
2013	<u>17,723</u>
Total	<u>\$ 63,853</u>

Rent expense for the year ended August 31, 2010 totaled \$22,066.

Note 9 - RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of net assets available for benefits.

Note 10 – TAX POSITIONS

Management has reviewed all tax positions taken in filings with the taxing authorities and believes that there would be no resulting adjustments to taxes paid should these positions be examined.

Note 11 – SUBSEQUENT EVENTS

Management has evaluated subsequent events through the date that the financial statements were issued, October 25, 2010, and determined that no events occurred that require disclosure. No subsequent events occurring after this date have been evaluated for inclusion in these financial statements.

ADMINISTRATIVE EXPENSESJefferson Federation of Teachers
Health & Welfare Fund

Year ended August 31, 2010

Accounting and auditing	\$ 21,680
Banking fees	6,365
Computer expenses	55,689
Consulting	39,372
Depreciation	11,883
Employee benefits	31,629
Insurance	9,429
Legal	22,140
Maintenance	1,896
Meetings	703
Miscellaneous	15,854
Postage	17,383
Printing and publications	1,727
Rent	22,066
Salaries	171,036
Stationery and supplies	8,371
Telephone	6,174
Training and conferences	37,495
Utilities	<u>2,703</u>
Total administrative expenses	<u>\$ 483,595</u>

LeGlue & Company, CPAs
(A Professional Corporation)

October 25, 2010

To the Trustees
Jefferson Federation of Teachers
Health & Welfare Fund
Metairie, Louisiana

INDEPENDENT AUDITORS' REPORT ON COMPLIANCE AND ON INTERNAL CONTROL
OVER FINANCIAL REPORTING BASED ON AN AUDIT OF FINANCIAL STATEMENTS
PERFORMED IN ACCORDANCE WITH GOVERNMENTAL AUDITING STANDARDS

We have audited the financial statements of Jefferson Federation of Teachers Health & Welfare Fund as of and for the year ended August 31, 2010 and have issued our report thereon dated October 25, 2010. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Governmental Auditing Standards, issued by the Comptroller General of the United States.

Internal Control over Financial Reporting

In planning and performing our audit, we considered Jefferson Federation of Teachers Health & Welfare Fund's internal control over financial reporting in order to determine our auditing procedures for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Jefferson Federation of Teachers Health & Welfare Fund's internal control over financial reporting. Accordingly, we do not express an opinion on the effectiveness of the Fund's internal control over financial reporting.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent or detect misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis.

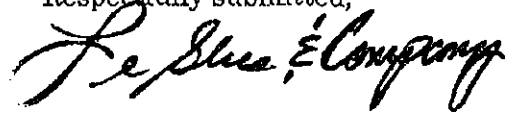
Our consideration of internal control over financial reporting was for the limited purpose described in the first paragraph and would not necessarily identify all deficiencies in internal control over financial reporting that might be significant deficiencies or material weaknesses. We did not identify any deficiencies in internal control over financial reporting that we consider to be material weaknesses, as defined above.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether Jefferson Federation of Teachers Health & Welfare Fund's financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of laws, regulations and contracts, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The result of our tests disclosed no instances of noncompliance that are required to be reported under Government Auditing Standards.

This report is intended for the information and use of the management, Board of Trustees, and the Legislative Auditor's office. However, this report is a matter of public record, and its distribution is not limited.

Respectfully submitted,

A handwritten signature in cursive script, reading "Le Sueur & Company".

(A Professional Corporation)

SCHEDULE OF FINDINGS AND QUESTIONED COSTS

Jefferson Federation of Teachers Health & Welfare Fund

Year ended August 31, 2010

Section I – Summary of Auditor's Results

Financial Statements

Type of auditor's report issued:

Unqualified

Internal control over financial reporting:

- Material weakness(es) identified?
- Significant deficiency(ies) identified that are not considered to be material weaknesses?

____ Yes X No

____ Yes X None reported

Noncompliance material to financial statements noted?

____ Yes X No

Section II – Financial Statement Findings - NONE

SUMMARY SCHEDULE OF PRIOR AUDIT FINDINGS

Jefferson Federation of Teachers Health & Welfare Fund

Year ended August 31, 2010

Reference Number

2009-01

Finding:

In completing our prior year testing of the Jefferson Federation of Teachers Health & Welfare Fund, we noted that the cash account related to the processing of dental claims was not reconciled to the cash balance on the general ledger. The processing and printing of dental claims involves several software programs that are not integrated to each other nor to the general ledger. As a result there was no internal program to facilitate a reconciliation of the cash balance. Management reviewed and reconciled checks issued and checks that cleared the bank; however, management did not reconcile the cash balance in the bank to the cash balance on the general ledger. In addition, there was no follow up on old outstanding checks on the outstanding check listing and, as a result, the listing included some very old checks exceeding a year old.

Recommendation:

We recommended that management develop a reconciliation process for the dental claims account that reconciles the cash in the bank to the cash in the general ledger on a monthly basis.

In addition, we recommended that management develop a policy that would review reconciling items of all bank reconciliations periodically (at least once a year) and that any items that have been outstanding for a certain period of time (such as over one year old) be written off and removed from any outstanding listing.

Corrective Action Taken:

Management designed a reconciliation procedure for the dental claims account that reconciles the dental claims activity to the general ledger on a monthly basis. In conjunction with their reconciliation, management incorporated a review of outstanding items and a policy for determining the proper length of time before an outstanding item is subject to being written off.